

**DOLORES SCHOOL DISTRICT RE-4A
BOARD OF EDUCATION MONTHLY STRATEGIC MEETING MINUTES
DISTRICT BOARD ROOM**

Thursday, February 11, 2021 at 6:00 p.m.

- I. CALL TO ORDER** – The Dolores School Board meeting was called to order at 6:00pm on February 11, 2021.

ROLL CALL – Members present were: Maegan Crowley; Casey McClellan; Kay Phelps; Lenetta Shull; Clay Tallmadge. **QUORUM** was present. Also in attendance: Lis Richard, Superintendent; Justin Schmitt, Secondary Principal; Lurleen McCormick, Elementary Principal; ValienaRosenkrance, Preschool Director; Doreen Jones, Finance Director; Alesa Reed, Curriculum Director.

PLEDGE

The Board Secretary read the vision and mission statements.

II. APPROVAL OF AGENDA (DSD Policy BEDB)

Clay Tallmadge proposed the addition of the following two recommendations to hire in Agenda Item VIII., New Business, Section B.6:

- David Krumweide - elementary paraprofessional
- Tom Schaper- elementary special education teacher

A motion was made by Lenetta Shull and seconded by to approve the agenda with the addition of David Krumweide and Tom Schaper to Agenda Item VIII.B.6.

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - aye; Tallmadge - aye.

Motion Passed.

III. REVIEW OR CORRECTION OF JANUARY 7, 14, and 20, 2021 MINUTES (BEDG)

A motion was made by Clay Tallmadge and seconded by Lenetta Shull to approve the January 7, 14, and 20, 2021 meeting minutes.

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - aye; Tallmadge - aye.

Motion Passed.

IV. DISTRICT RECOGNITIONS/CELEBRATIONS – Transportation Director

The Board honored and celebrated Mr. Ralph Crites, who was in attendance. The Transportation Director read a statement accompanying a certificate of appreciation.

V. CITIZENS' COMMENTS (BEDH)

The Board Secretary read aloud two citizens' comments.

1: Staci Cost (DAC Chair) wrote in support of the proposed four-day calendar, because it will assist in teacher retention, help deal with teacher shortages and poor teacher wages, increase family time, increase prep time, present fewer interruptions during school weeks, and provide consistency.

2: Kim Parr wrote in support of the proposed four-day calendar because it will allow students more time to explore athletic, academic, and community interests. She also expressed concern about teacher retention, and stated that she believes this calendar change will make Dolores more competitive with surrounding districts.

The members of the board provided a reminder to all community members that if they are unable to attend to comment in person but wish to make a citizen's comment, they can email all board members, can use the "Talk to the Board" tab; or can attend a Coffee with the Board session.

VI. CONSENT AGENDA (DSD Policy BEDB)

1. Approve Disbursement of Checks for Payment of all Bills/Debts for January 2021
2. Directors Reports

VII. BUSINESS ITEMS

1. Board Member Reports (DSD Policy BIB)

Maegan Crowley - nothing to report

Casey McClellan - nothing to report

Kay Phelps - The BOCES meeting conflicted with her graduate class, but she will forward the minutes when they are received.

Lenetta Shull - Mrs. Shull shared that she wasn't able to attend the Dolores Town Board meeting this month on February 8th, but that she wanted to raise a concern from the previous town board meeting: there was discussion at that meeting about annexing the school district into the town. She suggested that the board pay attention to that discussion, because if we are annexed in, the football field could not run lights for evening games due to the Dark Sky Initiative.

Board members agreed with Mrs. Shull's concern, and discussed adding this topic to a future agenda. They also discussed the fact that the town can't make that decision unilaterally and would have to get district agreement. The Town Board meetings will be accessible to the public via zoom.

Clay Tallmadge - nothing to report

2. Finance Report – Doreen Jones (DSD Policies BBA, DAB)

- January Revenue: \$490,818.77
- January Expenditures: \$587,440.88
- Dolores State Bank Balance: \$418,958.42
- Colotrust Balance: \$4,909,764.86

The Finance Director shared that the State Legislature should pass final numbers in the last week of February.

3. Superintendent Report – Lis Richard (DAB)

Superintendent Richard invited the Board to celebrate the fact that the district now has 50 students in welding concurrent enrollment courses.

She shared that the district didn't receive the GEERS grant from the state; their decision was based on allocated region amounts- FLC partnered with close-by districts and got several million, as did PCC. This would have been the grant to redo the property that was purchased. She is working on a couple other grants to try to obtain this funding.

Members of the board asked whether the district could partner with PCC to gain access to some of their GEAR grant funding. Sup. Richard explained that PCC is focusing on doing a lot more simulcasting,

rather than having teachers in person in classes, so this doesn't necessarily match up with the learning opportunities that our district is trying to grow.

a. Staff Input for Leadership

Yearly evaluations are taking place at all levels right now. Staff in each school were surveyed regarding their input for leadership structure.

- Secondary staff results: the majority preference was HS principal, MS principal, Mental health counselor, advising counselor.
- Elementary staff results: the majority approve keeping the structure we have now, with additional SEL support

Clay Tallmadge inquired whether staff input will be incorporated in hiring and restructuring decisions for next year; Sup. Richard responded yes, and stated that jobs will be posted on the 16th of February.

VIII. ITEMS FOR BOARD DISCUSSION AND/OR ACTION

A. UNFINISHED BUSINESS

1. Revisit Strategic Plan (Section A)

An addition was made to the rubric- a budget column- to allow for financial transparency. This allows a link to particular line items in the budget, so that the Board can show (where applicable) that they have thought through funding.

The Board discussed that these additional updates allow this strategic plan to be a living document that helps the Board focus its efforts and provides transparency to the community.

a) District Transportation Needs - Quotes

As tasked by the board in their last meeting, Doreen Jones obtained quotes for suburban replacement, and she and Casey McClellan worked through the list. The requirements were

- located within 200 mile range,
- 1 owner,
- no accidents,
- less than 50k miles.

Finance Dir. Jones pointed out that half of the used vehicles in the quotes are of course now gone, and that no decision should be made without the transportation director.

A motion was made by Lenetta Shull and seconded by Casey McClellan to authorize \$45k for a suburban or comparable vehicle that is 4wd, has 3 full seats, seats 9, does not exceed 15-20k yearly miles, has only had one owner and has been in no accidents.

Discussion:

Board President Crowley suggested that the motion be amended to include the transportation director's approval of the vehicle.

A motion was made by Lenetta Shull and seconded by Casey McClellan to authorize \$45,000 for a suburban or comparable vehicle that is 4WD, has 3 full seats, seats 9, does not exceed 15-20k yearly miles, has had only one owner, and has been in no accidents, to be approved by the transportation director.

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - aye; Tallmadge - aye.

Motion Passed.

2. Future Building Advisory Committee (FB, FB-R, FBC)

A motion was made by Lenetta Shull and seconded by Casey McClellan to approve the FBAC structure and form as written.

Discussion:

Tallmadge- suggested that if the committee is to use the previous master plan, the board needs to clarify which master plan that is- whether it's the master plan of 2019 that included the existing buildings, or the subsequent master plan, etc.

McClellan- suggested that the form could specify the most recent master plan. Stated that there is a lot of value in what's already been done, and it would be a mistake to not give all of that info to the committee to start with- there's no guarantee what their conclusion will be, but it will be wise to share that work with them.

Crowley- stated that the wording about the master plan was included in order to ensure that previous work was not discredited or undone. The committee can use the work that was completed as a resource, and can come up with new information.

Phelps- recommended that the document specify the number of business representatives, pointing out that that was plural while others are all singular.

A motion was made by Lenetta Shull and seconded by Casey McClellan to table the Future Building Advisory Committee until the next meeting.

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - nay; Tallmadge - aye.

Motion Passed.

3. Bond Marketing/Initiative Committee (FDA)

The Board discussed the following:

Tallmadge- expressed that the Board needs to make it clear what we are trying to market, and what we are tasking these committees to do- in this case, what a bond would be for. It's hard to get communities to vote yes on bonds, so that clarity is really important, particularly in a post-covid economy. We do need funding for buildings- we just need to make the direction clear.

Shull- suggested that the title of the committee be changed, so that rather than specifying bond or mill levy, it include both.

Phelps and McClellan- suggested that the Board hold a work session around this topic.

Crowley - stated that this process has brought to light that the mill levy is more immediate.

The board discussed changing the title of the committee to include both the bond and mill levy.

A motion was made by Kay Phelps and seconded by Clay Tallmadge to approve and post the Bond Marketing/Initiative Committee with amendment of the title to read "Bond and Mill Levy Marketing Initiative Committee" and addition of bullet that states "other."

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - aye; Tallmadge - aye.

Motion Passed.

B. NEW BUSINESS

1. 2021-22 District Calendar (IC/ICA)

Superintendent Richard introduced the proposed 4-day-week calendar to Board, and stated that administration had gathered input, and that each department head would read a position statement:

Preschool - Valiena Rosenkrance stated that the majority of preschool staff support or have no objection to the proposed 4-day calendar. She stated that staff feel it is important to maintain PD days, and strongly recommend 1 Friday a month minimum for PD.

Elementary - Lurleen McCormick stated that the majority of staff support or have no objection to the proposed 4-day calendar. She emphasized that it is extremely important to attract and retain quality staff, and that she believes it could encourage higher attendance and extracurricular activities, and that it fits with the lifestyle of the community by providing consistency and extended family time.

Secondary - Justin Schmitt stated that the majority of staff fully support 4-day calendar. He stated that it will help attract staff and retain them. School districts that have gone to 4-day weeks have not seen any decrease in student performance. A lot of secondary staff have had experience working with a 4-day calendar and had positive experiences. Mary Weiss came from a 4-day calendar district and was part of implementing that district's transition to that calendar model, so we can utilize her experience. Mrs. Weiss shared her experience and positive observations from her previous district. Mr. Schmitt also stated that the administration does support PD days but also doesn't want to give teachers a double standard of calling it a 4-day week but then requiring them to come in on many of those Fridays. He also advocated giving the new calendar time to work, and pointed out that approving it for a year or two and then shifting back will defeat the purpose by driving away any teachers that the shift attracts.

Superintendent Richard added that we would join 111 districts in Colorado that have made this change to their calendars.

Discussion/Q&A

Board members asked questions, and the Superintendent and building administrators provided answers/clarification.

Q (Tallmadge): How do PD days in the proposed calendar compare to our current calendar?

A: They are about the same- there will be one a month, with five at the beginning of the year. We currently have twice as many PD days as are required by the state of Colorado.

Q (Phelps): why are there no PD days in November on the proposed calendar?

A: Due to holiday breaks, etc., November is a tough time of the year; because of this, PD scheduling that month is up to the discretion of the principals.

Q (Tallmadge): Will there be changes to classified staff benefits due to this change in hours?

A: Benefits require 30 hours per week- this would still keep classified staff at 32 hours/week. There are two exceptions in the district, and the administration is working on those two special cases to ensure that their benefits are not impacted; the rest are above the cutoff regardless.

Q (Shull): Will this shift in when the day starts cause any issues?

A: At elementary, buses drop kids off at 7:45- so students are in classrooms at 7:45 already. This will not actually be a major difference in start time.

Q (Shull): Concerns about loss of revenue, feeding kids on extra days, stress for families because of food and childcare.

A: Chuck Soukup and Justin Schmitt shared that the use of the Friday meal program during the hybrid schedule dropped dramatically, and that families did not use it as much.

Q (McClellan): Asked for clarification of numbers of approval in each building survey. Asked for specific local evidence that a four-day week will help with teacher retention, and stated that he does not consider data from statewide studies to be evidence.

A: Lurleen McCormick stated that we have had multiple teachers turn down job offers in our district because the combination of salary and schedule were not a sufficient incentive to take a position here.

Q (Crowley): How would this work with the curriculum we just purchased?

A: Lurleen McCormick shared that she toured and learned from a district that is using the same curriculum and that had recently shifted to a four-day week. She learned from the administration of that district that the first year will be a challenge for planning, and that we should give everyone time to acclimate- but that students, teachers, and parents loved it. Sup. Richard shared that Cortez is pushing to approve a four-day calendar right now as well.

Q (McClellan): Why did the DAC state that they were not in a position to give a recommendation?

A: They were not comfortable doing so because the board had not asked them to.

Q (McClellan): Parent input? Don't think any decision should be made until parent input is given.

A: Parents were invited to a meeting, and principals have had individual discussions with parents.

A motion was made by Lenetta Shull and seconded by Casey McClellan to table a decision on the proposed calendar until a survey be sent out to parents, including this proposed and last year's calendars.

Discussion

-Shull: stated that the administration has shown evidence just from this year that a 4-day week can work- our test scores from a COVID year are remarkable.

-Phelps: expressed concern that we are dragging this decision out when it has been discussed over and over. Asked the administration whether they have a good sense of the receptiveness of the community to this calendar.

Principal Schmitt stated that they have spoken to community members, and know what the tenor has been, but don't have specific numbers. He added that if we are going to reach out to parents, we need to educate them on WHY we are doing this, and suggested that an info session be held before surveying.

-Tallmadge: stated that the board was elected to represent the community, and that he feels ready to do that, and added that feedback surveys never get very good response rates. He stated that he believed the board is ready to vote on this change.

-Crowley: stated that she wants to see written evidence of how classified staff will be taken care of, and that their salary and hours are something they will be comfortable with.

-McClellan: reiterated that he believed parent input is needed.

A motion was made by Lenetta Shull and seconded by Casey McClellan to table the calendar until the next meeting, with a parent survey and a comprehensive plan including written documentation of how the plan will impact classified staff.

**Votes: Crowley - nay; McClellan - aye; Phelps - nay; Shull - aye; Tallmadge - nay.
Motion Died.**

A motion was made by Kay Phelps and seconded by Clay Tallmadge to approve the proposed 2021-2022 4-day calendar.

**Votes: Crowley - aye; McClellan - nay; Phelps - aye; Shull - nay; Tallmadge - aye.
Motion Passed.**

Casey McClellan stated for the record that he believes this does a disservice to the community and that there are holes in the calendar that are left unresolved.

Kay Phelps stated for the record that she has full confidence that our community can do this, and is encouraged that there are a lot of opportunities for extracurricular learning, family time, and teacher retention.

2. Review of Policies (see below) (BG)

The board briefly discussed the changes to policy AE-R, including a bullet added for one board member, and policy governing bylaws for the DAC.

Maegan Crowley clarified that the DAC is going to keep their own bylaws, but that the policy governing their bylaws (AER-3) was repealed.

Clay Tallmadge requested clarification regarding the graduation requirement changes- whether there would be further changes in addition to what has already been discussed in previous board meetings, and when the changes would impact students. Sup. Richard clarified in response that the changes are only those that have already been discussed, and that 9th graders this year started with these new requirements, since the first two years are unchanged and it will not impact them until their 11th grade year.

3. Coach Hiring Process (GDE/CDF, GDE/GDF-R, GDJ)

A motion was made by Lenetta Shull and seconded by Kay Phelps to table this item until the next Regular Board Meeting.

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - aye; Tallmadge - nay.

Motion Passed.

4. Longevity Stipend/Transition (GCQEA)

Superintendent Richard explained to the Board that there are two employees retiring:

-Laurie Arnett

-Wendy Moore

and that these employees are required to request their longevity stipend from the board.

A motion was made by Lenetta Shull and seconded by Casey McClellan to approve the longevity stipend with double dipping for the two employees listed above.

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - aye; Tallmadge - aye.

Motion Passed.

5. Donation from Williams Foundation (KCD)

A motion was made by Lenetta Shull and seconded by Kay Phelps to accept the donation from the Williams Foundation.

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - aye; Tallmadge - aye.

Motion Passed.

Board Secretary Tallmadge suggested that the administration reach out to the Cortez Journal about this donation to share this news, in hopes that it might spur additional enrollment.

6. Recommendations to Hire (DSD Policy GDA)

- a) Crystin Furse - 5th Grade Teacher
- b) David Krumweide - Elementary Paraprofessional
- c) Tom Schaper - Elementary Special Education Teacher

A motion was made by Shull and seconded by Kay Phelps to approve the recommendations to hire the teachers listed above.

Votes: Crowley - aye; McClellan - aye; Phelps - aye; Shull - aye; Tallmadge - aye.

Motion Passed.

IX. AGENDA PLANNING

1. Next Agenda

For March Regular Board Meeting:

- Coach Hiring Process (GDE/CDF, GDE/GDF-R, GDJ)
- Annexing District
- Work session about future building direction
- Workshop strategic plan to review categories- calendar for rubric
- Bond initiative
- STEM- more information about additional possible grants
- detailed plan on implementation of new calendar

2. Meeting Recap

X. EXECUTIVE SESSION - Pursuant to C.R.S. 24-6-402(4)(f/b)

This is an executive session for the purpose of discussing personnel matters - Superintendent Annual Evaluation (CDB-E, CBI-E, CBI-R).

A motion was made by Maegan Crowley and seconded by Casey McClellan to go into executive session to discuss and review the superintendent's evaluation and contract, pursuant to C.R.S. 24-6-402(4)(f/b).

Discussion

McClellan: need time to talk about the evaluation as a board before bringing in the superintendent.

The board discussed the legality of holding an executive session for the discussion of a superintendent's evaluation. They called the district's attorney to clarify, and he stated that school boards in the state do this regularly. They discussed amending the motion.

An amended motion was made by Maegan Crowley and seconded by Casey McClellan that the board convene into executive session for the discussion and review of the superintendent's evaluation and contract, with the opportunity to seek legal counsel if necessary, pursuant to C.R.S. 24-6-402(4)(f/b).

Further discussion

Tallmadge and Phelps expressed concern about jeopardizing the board's relationship with the superintendent, and questioned the need to exclude the superintendent in the discussion. Shull and McClellan stated that they were advocating for time to discuss as a board, and not for negative purposes.

**Votes: Crowley - aye; McClellan - aye; Phelps - nay; Shull - aye; Tallmadge - nay.
Motion Died.**

A motion was made by Clay Tallmadge and seconded by Kay Phelps to convene into executive session, pursuant to C.R.S. 24-6-402(4)(f/b), and those present shall be members of the Board, the Superintendent, and legal counsel Brad Miller if needed.

**Votes: Crowley - aye; McClellan - nay; Phelps - aye; Shull - nay; Tallmadge - aye.
Motion Died.**

